AISA

YOUR AISA NEWS JANUARY 2023



NOTEBOOK OF NEWS

AISA committee

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AISC Representatives

Discover the new AISA website www.airbus-staff-associations.org

NEW MEMBERSHIP MANAGEMENT SOFTWARE: CNIL NOTICE

The data collected on your registration forms will be processed into our IT system to populate our members' records. All data will be handled by the AISA secretariat and its recipients will be the Presidents, Secretaries and Treasurers of the AISA sport and cultural Societies, as well as the AISA Board members. In accordance with the provisions of the Data Protection and Freedom of Information Act of January 6, 1978 amended in 2004 ('Loi informatique et libertés'), you have the right to access and rectify your personal information. To exercise this right, please contact one of the AISA Activity Coordinators (AISA Secretariat, 8 Rue Georges Lequiem in BLAGNAC). In addition you are entitled, on legitimate grounds, to object to the processing of any data relating to you. In this case, the service proposed via this data collection will not be taken into account.

Édito

Dear Friends,

As 2023 dawns, the entire Airbus Staff Associations team, the Executive Committee, the Board of Directors, the assistants and all our volunteers would like to wish you and your loved ones a very happy, fulfilling new year.

Our joint efforts and your loyalty are what make us so successful. Our association works well because of the hard work we all put in - volunteers and members. Friendliness and cultivating our values through respect for people and the activities we offer are the unwavering objectives of the Airbus Staff Associations.

By combining our energy and values, let's strive to make wonderful achievements together. Here's hoping that this new year will be full of happy moments and prosperity! May it bring you good health, personal and professional fulfilment!

Thank you for being with us over the past year. Let's now embark on this new year together with enthusiasm, because the entire AISA team has some fantastic projects in the pipeline. We will continue doing our very best to bring all our projects to life - big and small alike - through the high-quality initiatives we support: bringing people together through sporting events, cultural outings and solidarity initiatives.

Happy New Year!

Bonne année

Ein Gutes Neues Jahr

Feliz Ano Nuevo

Felice Anno Nuovo

Kind regards,



Jean-Claude MAMAR
Executive Founding President
Airbus Staff Associations

Airbus Staff Associations

Administration & events

IMPORTANT AISA MESSAGE

All activities will be organized subject to compliance with applicable public health guidelines, and are therefore subject to cancellation if necessary.



Registrations for the 2022-2023 season started the 5 July.

The administration office assistants are at your service, every day except Wednesday, from 13:00 to 17:00, to answer your questions about how the 24 societies that make up AISA work, and what they have to offer.
The membership fee is €20 per person per society.

- **For new members**, please sign up at the AISA office; please bring a photo ID, your medical certificate dated within the last three months, payment means (bank card or cheque), and the photo authorisation (model available on our website *airbus-staff-associations.org*, in the "Practical information," section
- 2022-2023 membership **renewals**, you can renew online at *www.aistaff.fr* using your personal account. Please feel free to contact us if you've forgotten your password.
  You can renew membership for the 2022-2023 season at any time throughout the year. It will be valid until 30 September 2023.

Remember that if you have a **medical certificate prescribed after 1 September 2020,** you need to download the "Health questionnaire" sworn statement when you sign up. The medical certificate, which is valid for three years for most sports, must cover the whole AISA season.

Non-compliant statements or certificates cannot be accepted. Please be sure to send the required documents and carefully read the AISA membership registration procedure, designed to facilitate your membership application. Incomplete applications will be placed on the waiting list, which will delay your validation. So please be sure to double check.

You will find detailed information for each AISA society, as well as all the documents (health questionnaire "QS-Sport", the sworn statement "Health Questionnaire" and medical certificate) necessary for registration, on the AISA website:
airbus-staff-associations.org

Please feel free to direct any questions to our secretariat:
account.staff-associations@aisc-airbus.com

We hope you enjoy this month's News,

See you soon,
The Team AISA

Thought for the month

" Optimism is the primary quality of happy people. "

Boulay Quentin

Events - January

SOCIETY	DATES	TIMES	EVENTS	VENUE
Cultural	16 & 30 January	11:30 - 13:30	Office hours	Room 21
Well Being	19 January	12:30 - 13:30	Office hours	Room 21

Golf Society.

Couples competition: 2022 Darby & Joan at Téoula golf course

Every year, AGS organises a couples golf competition (no need to be official partners!). Instigated by Michelle and Mike Barley, the competition was played for the first time in 1998. It has been held every year since then. Each year, the winners are responsible for organising the competition the following year.

Quite naturally, then, the 2021 champions, Bettina and Michael Schoenwetter, organised the Darby & Joan on 22 October at Téoula golf course.

The competition began very early in the morning - so early, in fact, that the players were lucky enough to spot deer on the driving range.

The winners of the day, Valérie Provendier and Vincent Bouche Tchom Assangalita, were on fantastic form, scoring an incredible 50 Stableford points. Vincent also won the "nearest the pin" prize.



Audrey Roux and Derek Blackham finished second with an excellent score of 44 points, just 6 points behind the winners, followed by Ewelina Kozolup and Stéphane Lacour with a no-less impressive score of 43 points.

Thank you to everyone who took part in this wonderful golfing day, in the unfailingly laid-back atmosphere of the Darby & Joan. And thank you in advance to Valérie and Vincent, who are now going to organise this year's edition!

Golf Society.

Corporate Golf: a well-deserved 2nd place at the Division 2 Interclub Final

The Airbus Staff Association Golf Society has two teams competing in Corporate Golf competitions, which are split into two divisions.

One example is the Interclub challenge, a contest in which AGS Team 2 finished top of the qualification phase in Midi-Pyrénées, prior to their participation in the regional final held in La Grande Motte on 8 October.

A total of 12 teams took part, representing their company:

- Four teams from Midi-Pyrénées: AIRBUS STAFF (AGS) 2 / ASPTT Albi 2 / ASPT Toulouse 2 / COSAT Mairie de Toulouse 2
- Eight "Mediterranean" teams: AGJSEP 34 2 / GOLA / GCDM 2 / ASPPT Montpellier 2 / COLAS / GAZELEC 34 / CSCM / Territoriaux Montpellier

For this regional final, the teams were made up of six golfers who played according to four different playing formats, adding up the Stableford scores for each format:

- 1 two-person Chapman (net score)
- 1 two-person Four-Ball Better Ball (gross score)
- 1 individual (net score)
- 1 individual (gross score)

Our team was composed of Captain Mike Jones, Martine Ménégon, Elodie Gasc, Satish Patel, Mike Barley and Jean-Marc Rousseau.

With the course in good condition and fairly mild weather (hardly any wind and only a few spots of rain), the team finished in a very honourable second place, behind the very athletic sports teachers from AGJSEP 34.

Well done to them!



POSITION	TEAM	STABLEFORD POINTS
1	AGJSEP 34 2	119
2	**AIRBUS STAFF 2**	**111**
3	COLAS	109
4	ASPTT ALBI 2	106
5	GOLA	105

JANUARY-FEBRUARY-MARCH AGS SCHEDULE

DATE	LOCATION	EVENT TYPE
17 January	La Ramée	Ladies' Day
24 January	La Ramée	Seniors' Day
26 January	Video conference	AGM
28 January	Garonne Golf Course	Pitch & Putt
11 February	Garonne Golf Course	Challenge Tour
16 February	La Ramée	Ladies' Day
18 February	La Ramée - Compact	Pitch & Putt
21 February	La Ramée	Seniors' Day
25 February	La Ramée	Airbus Tour
4 March	Garonne Golf Course	Pitch & Putt
7 March	Téoula	Ladies' Day
12 March	La Ramée	League Day
14 March	Téoula	Seniors' Day
18 March	Château Barbet	Challenge Tour
25 March	Montauban	Airbus Tour

Squash Society.

As we enter the new year, the Airbus Squash Society would like to **wish you all the best** for you and your loved ones, with or without the little black ball.



2022 marked the long-awaited return of our activities in normal conditions, after the restrictions of the previous two seasons. The committee would therefore like to thank all the staff and volunteers who helped us get the training sessions up and running again, helped organise the Quarterly tournament and, finally, organised the brilliant 3rd edition of our "Open des Ailes" on 9 and 10 December at Squash and Form. All the participants helped make this event a resounding success from both a sporting and social perspective! It goes without saying that we're counting on you next year for the 4th edition!



OUR 2023 ACTIVITIES

Let's take this opportunity to remind parents that children can play squash from age 3, as long as they have the right equipment (squash goggles). The Airbus Squash Society offers the following lessons:

- **Mini-squash** for children ages 3 to 6 on Wednesdays from 14:00 to 15:30
- **Squash** for children ages 7 and older on Wednesdays from 15:30 to 17:00

The price is €50 for mini-squash and €100 for the children's squash school, which includes the licence. Once you have become a member and attend regularly, you will receive your Squash Passport.

The Tuesday evening training sessions (for adults, all levels) led by Chloé Mesic and Patrick Schuster are back on the agenda of course. More and more of you are opting for this form of coaching - please do come along to try your hand at squash or improve your technique (one free trial session).

If you have any questions about these activities, please contact : Patrick Schuster (mobile: 06 23 08 00 23, e-mail *schuster.olivier@wanadoo.fr*)

In keeping with tradition, we will once again be organising our training weekend at Anyos Park in Andorra - a friendly, family atmosphere guaranteed!

As for the inter-company competition, no less than three company teams (15 players) will defend our colours in the Occitanie League championship, with the ambition of winning a ticket for the national championships (to be held in Bordeaux in June). The big event will undoubtedly be our participation in the European Company Sport Games in Bordeaux in June.

At federal level, the two "Bruniera" teams, led by Olivier and François, are working hard to achieve their goal: to stay in division 2 at regional level. In their pool, teams including Martres-Tolosane, Albi and the TOAC are giving our team members serious competition.

A "masters" team (Christine Vigier, Patrick Badoz, Olivier Cahuzac) will fight hard at the next French championships in Cuers, in the Var department, at the end of January.
Lastly, several Society members have decided to take the plunge by signing up for the seniors' singles championships (Occitanie qualification matches on 11 February in Portet) to try and win their ticket to the French championships (to be held in Lille in May).

We hope everyone will put their best foot forward as they return after the break!



CONTACTS

If you have any questions, please get in touch with one of the committee members: Olivier Cahuzac (President), Nabil Tahiri (Vice-President), Philippe Miralles (Elected Secretary), François Gerin (Treasurer), Christophe Bizet (Deputy Treasurer).

Ski Society.

Dear ski and snow-board enthusiasts,

Ski Society registrations for the 2022-2023 season are now open. You'll find all the information you need to register or renew your registration on the AISA website: *airbus-staff-associations.org*



THE PROVISIONAL SCHEDULE OF OUTINGS:

DESCRIPTION	DATE	REGISTRATIONS START
7 January 2023	One day	Baqueira
8 January 2023	One day (08:00)	Bonascre
13-15 January 2023	WE2: 3 days/2 nights	Andorra : Ordino-Arcalis/Pal Arinsal/Grandvalira
15 January 2023	One day	Pas de la Case (Grandvalira)
21 January 2023	One day	Porté Puymorens
20-22 January 2023	WE3: 2 days/2 nights	Font Romeu/La Molina
28 January 2023	One day	Cauterets
28-29 January 2023	WE4: 2 days/1 night	Luz Ardiden - Barèges
28 January - 4 February 2023	Week	Tignes
5 February 2023	One day (08:00)	Peyragudes
11 February 2023	One day	Piau Engaly
12 February 2023	One day	Bonascre
18 February 2023	One day	Grandvalira
19 February 2023	No outing	-
25 February 2023	One day	Baqueira
24-26 February 2023	Week-end 5: 2 days/2 nights	Cerler
4 March 2023	One day	Porté Puymorens
5 March 2023	One day	Saint Lary
10-14 March 2023	Mini-stay	2 Alpes resort
12 March 2023	One day	Peyragudes
18 March 2023	One day	Super Bagnères
19 March 2023	One day (08:00)	Le Mourtis
25 March 2023	One day	Pas de la Case (Grandvalira)
24-26 March 2023	Week-end 6: 2 days/2 nights	Pas de la Case (Grandvalira)
2 april 2023	One day	place to be confirmed
8 april 2023	One day	place to be confirmed

FOR WEEKENDS AND WEEK-LONG OUTINGS, PLEASE NOTE:

DESCRIPTION	DATE	DÉBUT DES INSCRIPTIONS
Week-end 2: 3 days in Andorra Departure on Friday morning	13-15 January	In progress
Week-end 3 in Font Romeu/La Molina Departure on Friday evening	20-22 January	In progress
Week-end 4 in Luz Ardiden/Barèges Departure on Saturday morning	28-29 January	In progress
Week in Tignes	28 January-4 February	Closed *(registrations via AISC)*
Week-end 5 in Cerler Departure on Friday evening	24-26 February	17 January
Week-end in the Alps at Les 2 Alpes resort *Return trip by night bus*	10-14 March	In progress
Week-end 6 in Grandvalira Departure on Friday evening	24-26 March	14 February

Information about hiring ski equipment is available on the Ski Society website: *airbus-staff-associations.org/*

See you soon on the slopes,

The Ski Society Executive Committee

Cultural Society.

The Airbus Cultural Society offers you a host of activities including drawing, theatre performances, library, painting, porcelain painting, Italian and Japanese lessons, scrapbooking, choir, music, photography, film-making and drones, along with CAB (Cars and Bikes), cultural and gourmet outings with vintage cars.

You will find lots of information on our website: *airbus-staff-associations.org/*

THE LIBRARY

- open on the 1st and 3rd Monday of the month, AISC room 21 (ground floor).

The list of the many works available can be found on our website.

CAB (CARS AND BIKES)

Are you a fan of vintage cars and do you enjoy friendly outings with a cultural or gourmet theme, either for one day or a weekend?

Please contact: Gérard: *gerard.delsaut@airbus.com*

LANGUAGE LESSONS

Languages lessons (Italian and Japanese) are available. It's not too late to sign up for the 2022-2023 season. All lessons take place from 12:15 to 13:45.

Japanese: lessons take place at the staff council on Mondays for semi-intermediate learners and on Tuesdays for beginners.

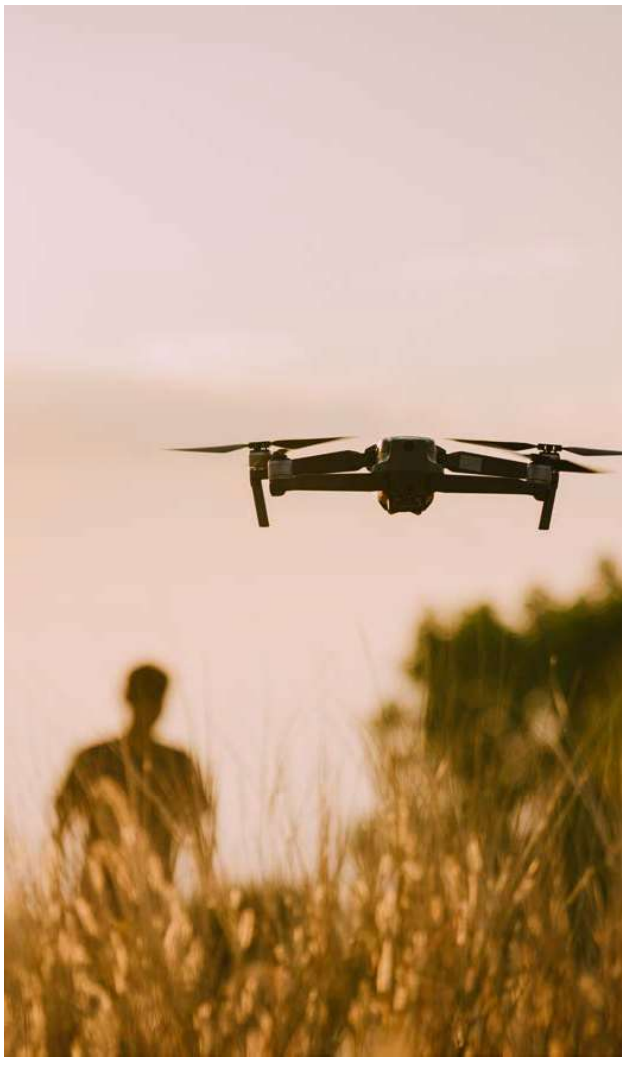
Italian: for false beginners, elementary or intermediate learners, lessons are held on Wednesdays, Thursdays and Fridays, and always on staff council premises.

Please get in touch with Sylvia, she'll be more than happy to give you all the information you need: *sylvia.barkate@orange.fr*

DRONES

If, like us, you are also passionate about **multi-rotors** or simply curious to find out more, come along and join the team to share our passion!!

Please get in touch with Pascal for more information: *pascal.henry78@sfr.fr*



SCRAPBOOKING

It's not too late to sign up for the scrapbooking workshops on Monday morning in Tournefeuille, from 9:00 to 12:00.

First quarter:

- 9 and 23 January
- 6 February
- 6 and 20 March

Second quarter:

- 3 et 17 avril
- 15 mai
- 5 et 19 juin

Price: €120 for both quarters (two €60 cheques).

If you are not free on Monday mornings, you have the option of purchasing a pack of 5 workshops (€60) and deciding on different slots (in the daytime or evening) with the woman who runs the workshop.

Workshops are devoted to:

- scrapbooking: a technique for creating photo albums with a particular layout and decoration. No specific skills are required. Give your memories lasting form with customised decorations that fit harmoniously with your photos (paper, stamps, drawings, chalk, ink, and so on)..
- Card making: make your own birthday and Christmas cards, invitations, thank you cards, announcements, albums, etc...

The Christmas card workshop held during a lunch break in November in one of the staff council rooms proved popular, and we plan to organise other one-off workshops. Please feel free to make suggestions.

Take the plunge and come along - Dominique will be delighted to help you bring your projects to life. These are special opportunities to express your creative side in a laid-back atmosphere.

Please get in touch with Sophie: *born.heiko@neuf.fr*



PHOTO

Agenda of activities for the 2022-2023 season:

- Basic theoretical and practical training in photographic equipment and techniques.
- More advanced training, to help you make the most of your own equipment and that belonging to the club (studio lighting, introduction to portrait, landscape, urban, night, minimalist, abstract, sports, artistic and macro photography, in black and white and colour, etc.).
- Introduction to how to "use" photos and organise photographic archives.
- Introduction to touching up digital photos using specific software (FastStone Image Viewer, PhotoPhiltre, etc.). This is, of course, a non-exhaustive list that can change based on participants' suggestions.
- "Practical" sessions with your equipment and/or that belonging to the club will be held regularly throughout the season (count on eight Saturday sessions, for exercises in different settings (such as urban, landscape, wildlife photography, etc.).
- Photo exhibitions at the various Airbus catering venues, designed, organised, produced and set up with the Cultural Society.
- Photography meetings every two months or so, full of helpful information.

Please get in touch with Pierre :
0667569342 - *p.dero@orange.fr*

CHORALE « LA VOIX DES AIRS »

La Voix des Airs is looking for newcomers

Whether you are a bass, tenor, alto or soprano, please do come along, don't be shy:

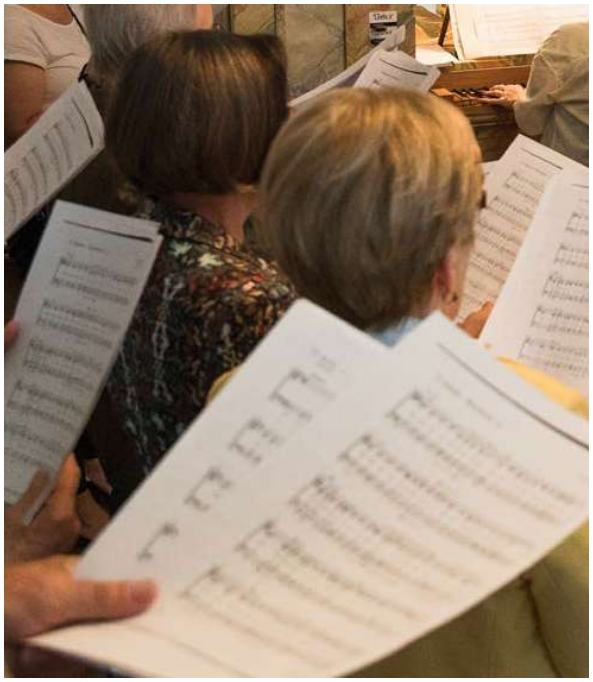
- Very friendly atmosphere
- Classical programme only
- No audition needed to join, just the desire to sing
- Being able to read music is not compulsory

On the agenda for the 2022-2023 season:
Requiem by Cherubini

Weekly rehearsals:
every Monday from 12:15 to 13:45 at the Chapel of St Gabriel and a Saturday afternoon from time to time.

Come along for a trial session one Monday lunchtime.

Please get in touch with Anne-Gisèle :
agmusy@orange.fr





GROUPE POP-ROCK

Are you a pop-rock fan?

Fancy working on tracks of your own choice with a group, coached by a music industry professional?

Do you have at least one or two years' experience playing an instrument (either guitar, bass guitar, drums, keyboard or singing)?

Keen to rehearse in a studio and give concerts?

Then what are you waiting for? Join us here at the Pop-Rock society, part of the Cultural Society!

Please get in touch with Cathy:
catherine.simonne-jondot@airbus.com

CAB (CARS AND BIKES)

Le CAB, c'est quoi et c'est pour qui?

Our club is part of AISA/The Cultural Society. It is open to employees and retired employees (staff council) who own a vintage vehicle, youngtimer, sports vehicle or luxury car.

Our aim is to organise cultural outings and have a good time together.

If you're interested, please do come and join us.

If you are a current employee, please contact:
gerard.delsaut@airbus.com

Retired employees should contact: :
J-François Lasmezas,
jfltlse@aol.com, 06 64 10 05 65
Christian Massol, *acmassol@gmail.com*





Tasting.

Dear friends of the Tasting Society,

We hope you had a nice end-of-year holiday.

Here are the events planned for the start of the new year, to be confirmed by e-mail :





14 January	Tea tasting
18 January	“Chilean wine” tasting
27 January	Cooking Workshop

Here is the provisional schedule, to be confirmed by e-mail:

11 February	Desserts Workshop
15 February	“Cheese and Wine” tasting
8 March	“Limoux wine” tasting
24 March	Cooking Workshop

On next page a short extract from the article to keep you in the Tasting spirit.

Agroforestry

Want to know a secret? The Tasting Society is busy preparing its annual holiday. To get things moving, I went to visit several estates that might be able to host us. And during those visits, the term "agroforestry" came up several times. It is clearly a concept with a bright future ahead...

While preparing a holiday in the Terrasses de Larzac area, among others, I was reminded of a vineyard we once visited that really left a mark: Fons Sanatis (www.fons-sanatis.fr/le-feuilleton.html)

The grandfather of the current owner talked about a walnut tree...

But what exactly is agroforestry?

It's not a blanket term without substance. Professional farmers and breeders have been discussing it seriously for several years already. Agroforestry is all about using trees or hedgerows wisely to improve agriculture. Nature helping nature... a virtuous circle that is starting to prove its worth.

The French Agroforestry Association suggests the following definition:

"Agroforestry is a dynamic resource management system in which trees are grown in and around farms and the pastureland, with multiple benefits: diversifying and maintaining production to improve the social, economic and environmental conditions of all those who use the land".

What does that mean for us?



Fancy reading the full article? You'll find it on the AISA website, Tasting Society, and - for members - in the January Newsletter. Take care. See you soon,

Contact: *tasting.society@airbus.com*

The Tasting Society Committee

Gym Yoga Society.

JANUARY: THE MONTH OF SOUND RESOLUTIONS TO LOOK AFTER YOURSELF

The AIGS Committee encourages you to start the new year by actively getting back in shape, to boost your body and mind and then stay in shape, all in a friendly atmosphere.

After the festivities and all that rich food, a few classes will be all it takes to get you back in the sporting mindset, in an atmosphere full of kindness and enthusiasm.

It's not too late to join us for group classes in the B55 building and/or at AISC!

In January, extra slots have been added to diversify our offer, ensure we are able to accommodate new members, share good times together and look after ourselves.

There's something for everyone:

- **Soft gym:** morning exercise routine, stretching, Pilates or Balance Form (mixture of Pilates/Yoga), Exercise Ball
- **Weight training and cardio training:** Step, Body Sculpt and dynamic workout, muscle strengthening
- **Dance :** fitness dance (cardio exercises and muscle strengthening, often with a choreography)
- **Yoga :** many slots available during the week
- **Cardio & Coaching Area:** Cardio Training machines (elliptical machines, exercise bikes, treadmill) + an all-in-one workout machine and an area set aside for small gym equipment (weighted bars, kettlebells, exercise balls, steps, etc.) for muscle strengthening exercises.



- **Gym equipment (individual training):** a coach is on hand to give you advice about the various machines and help you put together a personalised training programme. You can come and go whenever you wish during the booked slot.
- **Cardio Coaching (group training):** the coach prepares a Workout of the Day (WoD).

The annual subscription of €100 lets you practice all disciplines on an almost daily basis, and unlimited video sessions.

You only need to "book" lunchtime slots. There is free access for all members in the morning and evening.

The AIGS Committee is here to help you make an informed decision, so contact us: *gymyoga.society@airbus.com*

See you soon!

Well Being Society.

Hello everyone,
The entire team wishes you a happy, healthy and fulfilling new year.

We are all as motivated as ever, working hard to offer you different formulas to stay "well": weekly and/or occasional activities in the form of workshops or massage/light therapy sessions, which you can book via our Extraclub tool.

A successful relocation:

We have moved the B55 Well Being area to the CrossFit machine area, and vice versa. We hope this will make your experience more relaxing, since you won't be distracted by the dynamic gym classes. Our super receptionist Anne-Marie will guide you.

A new massage therapist:

We are delighted to welcome Nelly Aussenac, who will offer 1-hour "Facial, head and hand reflexology" sessions on Tuesday evenings and Friday lunchtimes, in AISC room 31.

Goodbye Sarah, hello Nicole:

Sarah Le Blainvaux left us at the end of the year to embark on a new professional adventure, and she has been replaced by Nicole Vendrie, who will manage massage activities and draw up timetables. Let's give her our warmest welcome.

NEW FEATURES

SPORT & HEALTH



The Sport & Health Society is taking shape! Work in progress!

From February onwards, the Sport & Health Society, part of the Well Being Society, will offer two physical exercise sessions per week. Fun, friendly and progressive, these sessions are aimed at anyone who wants to take up a physical activity to get in shape and feel better. The sessions will be led by a professional instructor who will provide participants with support and advice, along with personalised progress tracking, especially for people suffering from a health issue.

The exact times of the sessions haven't been decided yet - we'll let you know more shortly, thank you for your patience.

Other fun activities are planned on campus 3 with support from many AISA societies.
If you would like to know the programme, please get in touch with Marianne:
marianne.sagot@airbus.com

BOXING/PERSONAL DEVELOPMENT

"Boxing/personal development" got underway several weeks ago, with sessions led by Estelle Poulin.

The aim of the activity is to use martial arts techniques, especially boxing, to boost self-esteem and help us cope better with personal problems. It is open to everyone and around ten people usually attend the Thursday evening sessions (18:00 to 19:00) with various themes including:

- Introduction to Thai Boxing,
- introduction to «Krav Maga»,
- a "challenge yourself" session,
- a "shadow boxing" session
- a "you can do it" session, and more...

We are also in the process of setting up a coaching-based approach, which will be offered to any interested volunteers from January.

Please get in touch with Estelle Poulin for more information about this activity: *estelle.poulin@airbus.com*

TAO YIN TAKES A BREAK

We have sadly had to stop the Tao Yin activity, due to a lack of participants.

Our warm thanks to Xavier and Alma, who led these classes with passion and enthusiasm

TELL US WHAT YOU THINK:

To help us constantly improve our offer, we are putting together **a questionnaire**. Once it is available, we'd be grateful if you would take a few minutes to fill it in. Your feedback helps us grow.

THE WELL BEING TEAM IS LOOKING FOR NEW MEMBERS:

If you are interested in joining our team, please get in touch with Christian Morin.

Take care.

The AISA Well Being team.

And for any questions about Well Being, please contact us: aisa.wb@airbus.com

Details and membership conditions can be found here: airbus-staff-associations.org

Our activities are described in detail in the September 2022 edition of AISC News, which is available on the AISC website, or from the AISA reception desk. It can also be provided on request.